Army Civilian Training and Leader Development Study

August 13, 2001

Proposed General Responsibilities

- DASA(CPP) - Planning, coordination, and execution for:
  - Study Operations
  - Study Administration
  - Study Logistics

- Army Training Leader Development Panel (ATLDP) - Execution and maintenance of:
  - Study Organization
  - Data Base Management
  - Analytical process
  - Data Collection Instruments
  - Lessons Learned from Uniformed Studies

ASA(M&RA)/DASA (CPP) Responsibilities

- Identify and procure funding
- Identify Study Director
- Develop Study charter/objectives
- Identify Study specified "tasks" (objectives)
- Request Command participation
- Identify Study participants/start forming groups

Issues

Important:

-ensure linkage with CPMS XXI

-define civilian leadership - will there be different kinds (CPMS XXI)?

-obtain input from experienced leaders (GO's/SES as well as emerging leaders - Gen X)

-incorporate program metrics to enable assessment/ adjustment

Study Model

- Three Groups
  - Executive Group
    - Director of Study (GS15)
    - staff of 7 members, GS05 - GS14
    - 10 months at Washington, DC or Ft Leavenworth
    - Organize study/maintain continuity

Study Model

- Core Group
    - 9 members (GS07-GS14)
    - Divided into 3 functional subgroups (e.g., Civilian Culture, Institutional Training, Operational Training)
    - 6 months at Ft. Leavenworth
    - Work w/Executive Group to prepare/analyze study

    - Data Collectors
        - 45 members
        - 3 months at Ft Leavenworth or traveling
        - Interviews/focus groups/administer surveys

Study Timeline

Month **Group** **Purpose**

08 Exec/Panel Identify Charter/Specified Tasks of Experts

10 ALTDP/ Develop Instruments Exec MACOM Personnel Notified

11 - 12 ALTDP Mail Surveys

01 Core/Data Arrive/start work

01 - 02 Data Collect Survey field

01 - 03 ALTDP/ Consolidate/Analyze data Exec

04 Exec Write Interim report

06 Exec Submit Final Civ report

09 ALTDP Consolidate all 4 studies Submit final report